

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, NOVEMBER 22, 2010**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, November 22, 2010, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. The Chairperson, John C. Bento, called the meeting to order at approximately 7:10 PM.

Present: John C. Bento, Chair, Paul Silva, Vice-Chair, William M. O'Dell, Treasurer, Denise R. Arsenault, Diana B. Campbell, Marjorie J. McBride, Susan Rancourt and John P. Saviano; Melinda L. Thies, Superintendent; Mario J. Andrade, Assistant Superintendent; Pauline A. Silva, Director of Administration and Finance; Mary N. Almeida, Director of Literacy and Title I; Leslie J. Anderson, Director of Pupil Personnel Services; and Andrew D. Henneous, Esq., District Solicitor

Absent: Karen A. Lynch

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the Flag.

PUBLIC COMMENT

None

PUBLIC FORUM

None

CONSENT AGENDA

Mrs. Arsenault requested the Reports of the Director of Pupil Personnel Services and the Director of Literacy be removed from the consent vote.

MOTION: Mrs. McBride motioned to approve the remainder of the consent agenda. Mrs. Campbell seconded. The motion to approve passed by a vote of 9 to 0.

MOTION: Mrs. Campbell motioned to seal the minutes to the October 25 and November 8, 2010 Executive Sessions; Mrs. McBride seconded. The motion passed by a vote of 9 to 0.

CHAIRPERSON'S INITIATIVES

Appointment of Subcommittees

**The Chair announced his appointments of Subcommittee members:
Policy/Community Affairs—Denise Arsenault, Chair, Karen Lynch and Susan Rancourt**

Budget/Facilities—William O'Dell, Chair, John Bento and Diana Campbell

Personnel/ Contract Negotiations—John Saviano, Chair, Marjorie McBride and Paul Silva, with John Bento as alternate for Council 94 issues/contract. The Subcommittee members who began the BWEA contract negotiation process, John Saviano, Karen Lynch and Paul Silva, will remain in place for the remainder of the BWEA contract negotiations for the next contract.

Wellness Committee—Diana Campbell as Chair

Future Enrollment and Facilities Task Force – Karen Lynch to continue as Chair

Chairman's Vision and Initiatives

Mr. Bento referenced an article he was given by the Superintendent about converting meetings into quality time; it is estimated that the Board meets for approximately 72 hours each year and the article offered suggestions on improving efficiency and effectiveness stressing the need for Board goals. Mr. Bento said it is his intent as Chair to look into this and build on the great accomplishments of the Board in the past; they will revisit the Committee goals and work with the Superintendent on her goals. Mr. Bento asked each member to look at what they would like to see accomplished in the next two

years and send their thoughts to him which he will craft into a School Committee vision for the next two years.

BUDGET FACILITIES SUBCOMMITTEE

Mr. O'Dell said the next meeting will be next Monday at 6:30 PM in the Superintendent's Office. As Chair Mr. O'Dell's two goals are to be more time efficient and to meet two times each month—on the third Monday for 1 to 1 ¼ hours for budget discussion only, and again, solely for facilities discussion, 15 minutes prior to each workshop from 6:30 to 6:45, so as not to interfere with the Personnel Subcommittee meetings at 6:45 PM. If a facilities issue cannot be resolved in the 15 minute meeting, discussion will continue at the meeting on the third Monday. Mr. O'Dell will start this practice in December and work out this arrangement with administration.

POLICY/ COMMUNITY AFFAIRS SUBCOMMITTEE

Mrs. Campbell said there is a policy for a second reading on this agenda.

Wellness Committee

Mrs. Campbell reported their second meeting was “awesome”; this year's goal focuses on nutrition and movement in school and at home. They plan to work with parents and PTOs to educate parents on good nutrition. March 21 – 25 will be nutrition week and the good

things happening in the schools will be highlighted; perhaps students will present at a School Committee meeting. Mrs. Campbell invited anyone who is interested to join the Committee; they work hard but have a good agenda; the more who are involved, the better it can be. Mrs. Arsenault thanked Mrs. Campbell and the Wellness Committee for what they do, their initiatives are impressive.

The new Policy Chair, Mrs. Arsenault thanked Mr. Bento for her appointment as Chair; she looks forward to working with Mrs. Lynch and Mrs. Rancourt; she will consult with the Subcommittee members before setting the date of the next meeting.

PERSONNEL/ CONTRACT NEGOTIATION SUBCOMMITTEE

Mr. Saviano reported the Subcommittee is waiting for a response from the BWEA to start contract negotiations; they are hoping for a response shortly.

FUTURE ENROLLMENT AND FACILITIES TASK FORCE

Mrs. Lynch is absent tonight and will give an update at the next meeting.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

S2010-53 A-G: CONSENT AGENDA – PERSONNEL

A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions of Head Teacher and ESL Family Involvement Coordinator (Part Time) as listed below:

1. Terry Gordon Head Teacher – Colt Andrews

Effective: November 1, 2010, for the
2010-11 school year only

Reason: To fill a vacancy
(Promotion – B. Hayes)

Funding: Operational Budget

2. Rogeria Christmas ESL Family Involvement Coordinator (Part Time)

Effective: Immediately, for the 2010-11
school year only

Reason: To fill a vacancy in accordance with
grant funding

Funding: Title III Grant

B. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the School of the 21st Century, Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Lauren Anderson Child Care Provider (Part Time)

**Effective: Immediately, for the remainder of
the 2010-11 school year, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

2. Lauren Bagwell Child Care Provider (Part Time)

**Effective: Immediately, for the remainder of
the 2010-11 school year, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

3. Lauren Bauer Child Care Provider (Part Time)

**Effective: Immediately, for the remainder of
the 2010-11 school year, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

4. Mia DeLucco Child Care Provider (Part Time)

**Effective: Immediately, for the remainder of
the 2010-11 school year, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

5. Heather Foehring Child Care Provider (Part Time)

**Effective: Immediately, for the remainder of
the 2010-11 school year, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

6. Amanda Gossenberger Child Care Provider (Part Time)

**Effective: Immediately, for the remainder of
the 2010-11 school year, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

7. Chelsey Marsh Child Care Provider (Part Time)

**Effective: Immediately, for the remainder of
the 2010-11 school year, pending**

satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

8. Jillian McDiarmid Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2010-11 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

9. Nicole Precourt Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2010-11 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

10. Tom Sojka Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2010-11 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

11. Jennifer Rose Medeiros Child Care Intern (Part Time)

**Effective: Immediately, for the remainder
of the 2010-11 school year**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

C. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the extracurricular positions listed below for the 2010-11 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

INTERSCHOLASTIC COACHES – KICKEMUIT MIDDLE

- 1. Basketball (Boys) Coach Douglas Walker**
- 2. Basketball (Girls) Coach John Raposa**
- 3. Cheerleading Coach Lynn DePasquale**
- 4. Cheerleading Asst. Coach Melissa Gendreau**
- 5. Wrestling Coach Matthew Martel ***

INTRAMURAL COACHES – KICKEMUIT MIDDLE

- 6. Basketball Coach Paul Castigliego**

HEALTHY HUSKIES WELLNESS CENTER/GYM AREA SUPERVISORS

7. Supervisor (Winter) Greg Arruda

8. Supervisor (Winter) Thomas DelSanto

*** Pending satisfactory completion of pre-employment requirements**

D. ESL TUTORS: That the School Committee confirm the recommendation of the Superintendent to appoint the following individuals for the 2010-11 school year only as ESL Tutors contingent upon grant funding:

Name

1. Noreen Lapointe

2. Karen McCanna

3. Paula Richards-Sousa

E. CERTIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for certified substitutes pending satisfactory completion of pre-employment requirements:

CERTIFIED

Name Area/Level

1. Keith A. Barbera General Subject Matter

2. Elizabeth A. Boland General Subject Matter

3. Robert D. Darran General Subject Matter

4. Tonya P. DoRego Elementary/Sp.Ed.

5. Peter E. Ferreira General Subject Matter
6. Shannon Fogel Art
7. Siobhan A. McDonnell Elementary
8. Elizabeth A. Merwin Elementary/Sp.Ed.
9. Ann T. Piper General Subject Matter
10. Elizabeth A. Raducha Elementary/Sp.Ed.
11. Christina A. Reinhard Elementary

F. CLASSIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for classified substitutes pending satisfactory completion of pre-employment requirements:

SECRETARIAL

1. Christine L. Barroso
2. Julie R. Brokaw
3. Cheryl A. Burns
4. Linda M. Karewa
5. Lucille A. Kuros
6. Judith P. Marshall

TEACHER ASSISTANTS

7. Patricia J. Cappucci
8. Amanda L. Chace
9. Mary Ann Quinn

CUSTODIAN/MAINTENANCE

- 10. Harry J. Brinkman**
- 11. David S. Cardoza**
- 12. Patrick S. Francis**
- 13. Christopher A. Surgento**

G. LEAVE OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant a leave of absence for an Elementary Special Educator as follows:

- 1. Nancy Patalano Special Educator - Guiteras**

Effective: January 8, 2011, for 6-8 weeks

Reason: Maternity leave in accordance with

Article 21, Section L1 of the Master

Agreement

Recommendation #S 2010-50: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approved the revised School Committee Policy JFCH Tobacco, Alcohol and Other Drugs (TAOD) Policy for Students (Second Reading)

MOTION: Mr. O'Dell motioned to approve; Mr. Silva seconded. Mrs.

McBride stated that in light of the input from Attorney Henneous, she respectfully requests the policy be returned to the Subcommittee. Mrs. Campbell said although she understands and respects Mrs. McBride's contention, Mr. Henneous' feedback does not change the policy enough to warrant a return to the Subcommittee. Also, the Subcommittee's goal is to send the message that tobacco, alcohol and other drugs are not good choices for our children to be making and they want to drive home the fact that it is everyone's responsibility to provide positive choices and options that hopefully students will choose. Mrs. Campbell feels only slight adjustments will make the intentions clear. Attorney Henneous iterated the use of the phrase "the practices may include" addresses that concern; as it is now, it is in compliance with the law.

MOTION: Mrs. McBride motioned to table this recommendation and return the policy to the Subcommittee for further review. Mr. Saviano seconded. Mrs. Arsenault, the new Chair of the Policy Subcommittee, assured Mrs. Campbell she has no intention of working on this policy for another year and a half; however, protocol requires changes to be made back with the Subcommittee where it would receive a fair reading and she supports this action. Mrs. Campbell still believes this is not necessary. Mr. Henneous said it is up to the full Committee, but as drafted, the policy complies with the law. Mrs. Campbell argued that the reason for moving this policy forward is because the current policy is not as strict and we need to get this on the books. Mr. Saviano moved the motion. The motion to table

passed by a vote of 6 to 2 with Mrs. Campbell and Mr. Silva opposed.

Recommendation #S 2010-54: That the School Committee, upon the recommendation of the Superintendent, approve the request of a Bristol family to home school their kindergarten child for the 2010-2011 school year, adhering to all requirements as set forth by the Bristol Warren Regional School District.

MOTION: Mr. Saviano motioned to approve; Mrs. McBride seconded. The motion passed unanimously.

PRESENTATION – RACE TO THE TOP

Superintendent Thies thanked the Committee for the opportunity to present this vital and important information; she said we in Rhode Island are poised for some very dramatic transformation of education; her own personal goals are to communicate this information to the Committee. There is funding attached to this initiative through federal moneys for Rhode Island; \$344,000 will come to Bristol Warren for professional development; it will not go into our general fund.

The Superintendent gave the following presentation:

Compliance Vs. Collaboration and Support – How does the Race to

the Top initiative align to the vision, mission and goals of the District? Mrs. Thies explained many of the initiatives embedded in Race to the Top are our goals; this training supports the work we are currently doing; every district in the state aside from one is participating in this initiative. The goals will not be accomplished without collaboration and support. The Superintendent presented the following information:

Mission of the BWRSD: To educate our students for a lifetime of success, focusing on our core beliefs of respect, responsibility, integrity and learning. Learning should be first.

BWRSD Strategic Plan Goals

 Goal 1 - Support and engage all students to reach increasingly higher levels of academic proficiency, strengthening their pathway to graduation and post secondary goals.

 Goal 2 – Engage teachers in meaningful collaboration and reflection on best practices in order to improve student achievement in their schools.

 Goal 3 – Engage students in educational opportunities that complement their Bristol Warren school experience and prepare them for post secondary education and careers.

 Goal 4 – Expand parent and community involvement in our schools.

What are our core beliefs? Do we live our mission?

 Do we believe all students can learn?

 Do we believe every decision we make should be based on what is in the best interest of our students?

 Do we believe we can make a difference in our students' growth and learning?

 Do we value and take pride in the work we do?

 Are we realizing success? Can we build on it?

What are our strengths?

 Commitment to our students

 Focus on continuous improvement

 Quality of our educators

 Clearly articulated and aligned goals (Strategic Plan, SIP, CPT Goals, Professional Goals)

 Investment in research-based programs and technology

 Willingness to engage in inquiry and move to action (MHHS Diploma System, Validation Team, MTCAP, KCAP)

 Development of Professional Learning Communities

 Strength of instructional models (Workshop Model, Lab Classrooms)

 Development of organizational structures (intervention blocks, extended-day programs)

 Development of community partnerships

What are our challenges?

-  Deepening our understanding of content standards**
-  K-12 curricula that is guaranteed and viable**
-  K-12 Assessment System**
 -  formative**
 -  interim**
 -  summative**
-  System to monitor student progress**
-  Deeper understanding of effective instructional interventions**
-  System to measure outcomes and results**
-  State mandates**
-  Time and fiscal resources**

RIDE Strategic Plan Central Mission

Transforming Education in Rhode Island: All Students Ready for Success in College, Careers and Life

Race to the Top Initiative

-  Standards and Curriculum – World class standards as the centerpiece for developing a rigorous curricula for all RI schools**
-  Instructional Improvement – Training and tools for teachers**
 -  Assessments – Formative, Interim, Summative (PARCC)**
 -  Data System – Warehouse and Dashboards**
-  Educator Effectiveness – Evaluation system based on student achievement and professional growth**

-  Human-Capital Development – Data systems that provide teachers with information and support**
-  School Transformation and Innovation – Additional support to teachers and leaders in RI’s struggling schools**

Can we Continue our District Work and Align to Race to the Top?

BWRSD Strategic Plan Goals

1. Increase student achievement

 10% increase – all students

 Safe Harbor – IEP, SES

 Increase Graduation Rate

2. Strengthen RTI

 Identify gaps

 Implement interventions

 Monitor progress

3. Develop PLC’s in all schools

 Embedded PD

 Data-driven

 Action Oriented

 Differentiation/Intervention

4. Develop K – 12 Standards-based Curriculum and Assessment System

5. Provide Students with Educational Opportunities that complement the BWRSD Experience

6. Strengthen Community Engagement

Race to the Top

1. RTTT Accelerated Student Achievement by 2015

 4th grade – All students 90% proficient ELA, Math

 8th grade – All students 90% proficient ELA

 8th grade – All students 80% proficient Math

 Graduation Rate – 90%

 Half the Gap for IEP, SES

2. Curriculum Alignment to Common Core Standards

3. Development of Assessment System that monitors student progress toward proficiency

4. Data System Warehouse

5. Educator Evaluation Model

6. School Transformation /Innovation

How Can Race to the Top Help BWRSD Achieve Our Goals?

Provides Professional Development

 Alignment to standards – Common Core

 Development of K-12 curricula in ELA, Math, Science and Social Studies

 Development of Assessment System

 Progress Monitor of Growth in Student Achievement through Data Warehouse/Dashboards

 Accountability through Evaluation System

 Supports to Teachers and leaders in improving student learning outcomes

Next Steps

 Submission of Scope of Work – October 22

 Development of District Targets

 Identification of Technical Challenges

 Identification of Adaptive Challenges

 Development of Professional Development Plan that aligns to District PD – 2010 - 2014

 Identification of cohort of teachers and leaders for professional development – 2010 - 2014

Race to the Top Overview

Mrs. Thies said there is a great deal of controversy over the educator evaluation system; it consists of three components: student learning, professional practices (how you plan your lessons, deal with classroom situations), and professional responsibilities (collaboration with school, advocacy for students, use good professional judgment). Part of the student learning assessment will be NECAP scores, but this will not comprise 51% of the teachers' evaluation as some believe.

Mr. Saviano asked if there might be other districts with a proven K –

12 assessment system that we could adopt or consult. Mrs. Thies said there probably are, but not as many as one might imagine; she does not believe any district is aligned to the common core yet.

Mrs. Arsenault thanked Mrs. Thies for her involvement with the teacher evaluation model and for bringing our concerns to the state; she also commends the Superintendent for her visits to the classrooms and her attendance at student events. Mrs. McBride commented “it all comes down to money” and questioned how we are supposed to fund this when we are losing close to \$1M a year for the next nine years; she has serious concerns. Mrs. Thies agreed but she has some indication that the funding formula will be revisited; in any case, we need to continue the work with the funding we have. Mrs. McBride said the public will have to step up to the plate.

Mr. O'Dell asked Mrs. Thies about this becoming an unfunded mandate and buy-in on the part of the union. Mrs. Thies said that by the fourth year, much of the work will be completed, the mentoring we will have to figure out. If this becomes a state mandate, we will have to come to consensus; although we did not have a union signature on the document, we do have good relations with our union and teachers and will work through this together.

Mrs. Rancourt commented that evaluations can be subjective and parent input would be of value. Mrs. Thies said there is a metric applied to this which may be altered; it will be implemented

September 2011 for baseline data.

Mr. Saviano believes peer evaluation will be an extremely important component; in other sections of the country it has proven to improve teacher ability. Mr. Bento thanked the Superintendent for her presentation.

Report of the Director of Pupil Personnel Services (removed from the consent vote)

Mrs. Arsenault commended the Pupil Personnel staff for their recent evaluation by RIDE which was very favorable; she asked if the report could be made available to parents on line. Mrs. Anderson explained the report is now in draft form and once approved will be available through the Department of Education website, probably in January. Mrs. Arsenault would also like all the Administrators' monthly reports to the School Committee to be available to public. This will be discussed further.

Report of the Director of Literacy (removed from the consent vote)

Mrs. Arsenault said she is happy to see an English Language Learners Parent Group forming; she is interested in seeing the early learning standards used by the District.

MOTION: Mrs. McBride motioned to accept the reports of the Director of Pupil Personnel Services and the Director of Literacy. Mr. Saviano seconded. The motion passed unanimously.

EXECUTIVE SESSION

There is no need for Executive Session.

ADJOURNMENT – 8:25 PM

MOTION: There being no further business to discuss, Mrs. McBride, seconded by Mr. Silva, motioned to adjourn at 8:25 PM. The motion was unanimously approved.

Respectfully submitted,

**William M. O'Dell, Treasurer, for
Karen A. Lynch, Secretary**

/c